

**Introduced by Senator Allen**

February 2, 2016

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An act to add Chapter 3.9 (commencing with Section 44790) to Part 25 of Division 3 of Title 2 of the Education Code, relating to teachers.

**LEGISLATIVE COUNSEL'S DIGEST**

SB 933, as introduced, Allen. Teachers: California Teacher Corps Act of 2016: teacher residency programs.

Existing law establishes a system of public elementary and secondary education in this state. Existing law establishes local educational agencies, including school districts and county offices of education, throughout the state, and authorizes these agencies to provide instruction to pupils in kindergarten and grades 1 to 12, inclusive.

This bill would establish the California Teacher Corps Act of 2016, under which the Superintendent of Public Instruction would make grants to applicant high-need local educational agencies and high-need consortium of local educational agencies, as defined, to assist these agencies in establishing and maintaining teacher residency programs, as defined. The teacher residency programs established by the bill would be defined as school-based teacher preparation programs in which a prospective teacher would teach alongside an experienced mentor teacher, as defined, while also receiving teacher training instruction in a teacher credentialing program in a qualified institution of higher education. The bill would establish eligibility standards for persons who apply for participation in the teacher residency programs established by the bill.

The bill would provide that its provisions would not be implemented unless funding for its purposes is provided in the annual Budget Act or in another statute.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

SECTION 1. Chapter 3.9 (commencing with Section 44790) is added to Part 25 of Division 3 of Title 2 of the Education Code, to read:

CHAPTER 3.9. CALIFORNIA TEACHER CORPS

44790. This act shall be known, and may be cited, as the California Teacher Corps Act of 2016.

44791. The Legislature finds and declares all of the following:

(a) The shortage of qualified teachers in California is reaching critical levels in a number of teaching areas.

(b) Education experts agree that shortages of effective teachers in high-poverty schools and in specific teaching fields create a need for high-quality teachers who will enter, stay in, and be effective in, these areas.

(c) At least 30 percent of new teachers leave the profession in the first five years, and the proportions are generally higher in low-income communities.

(d) Teacher shortages and high teacher turnover rates have a negative impact on pupil achievement and the quality of education.

(e) Successful teacher preparation programs, and providing ongoing support, can make novice teachers effective more rapidly and can reduce teacher attrition.

(f) Many new teachers lack such support, and, as a result, leave the profession.

(g) Teacher candidates must see expert practices modeled, and must then practice them with ongoing mentoring support. Teacher preparation often lacks adequate or sufficient opportunities to learn under the direct supervision of expert teachers working in schools that effectively serve high-need pupils.

(h) It is critical to develop programs that increase the probability that recruits will succeed and stay in the high-need classrooms where they are needed. Because many teacher candidates choose to teach where they grew up or went to college, it is important to have strong programs in hard-to-staff urban and rural locations.

1 Teacher residency programs effectively build teacher supply, since  
2 they recruit and prepare candidates in the school districts that  
3 sponsor them, in partnership with local preparation programs.  
4 Teacher residency programs have demonstrated the capacity to  
5 recruit, prepare, retain, and provide effective support for teachers  
6 in high-need schools.

7 44792. For purposes of this chapter, the following terms have  
8 the following meanings:

9 (a) “Experienced mentor teacher” means a teacher who meets  
10 all of the following requirements:

11 (1) Has at least three years’ teaching experience and a clear  
12 teaching credential in the field in which he or she will be  
13 mentoring.

14 (2) Has taught in a high-need school.

15 (3) Has a record of successful teaching.

16 (4) Receives specific training for the mentor teacher role, and  
17 engages in ongoing professional learning and networking with  
18 other mentors. Compensation shall be ongoing as long as the  
19 mentor continues to serve in the role prescribed by the program.

20 (5) Receives compensation or appropriate release time, or both,  
21 to serve as a mentor in the initial preparation or induction  
22 component of the teacher residency program.

23 (b) “High-need consortium of local educational agencies” means  
24 two or more local educational agencies, at least 50 percent of which  
25 are “high-need local educational agencies,” as defined in  
26 subdivision (c).

27 (c) “High-need local educational agency” means a local  
28 educational agency that is determined by the Superintendent to be  
29 among the highest 40 percent of local educational agencies in the  
30 state in terms of the percentage of unduplicated pupils, as defined  
31 in Section 42238.02.

32 (d) “Local educational agency” includes, but is not necessarily  
33 limited to, a school district, county office of education, charter  
34 school, or charter management organization.

35 (e) (1) “Teacher residency program” means a school-based  
36 teacher preparation program that is accredited by the Commission  
37 on Teacher Credentialing and in which a prospective teacher does  
38 all of the following:

- 1 (A) Teaches at least one-half time alongside a teacher of record,  
2 who is designated as the mentor teacher, for at least one full  
3 academic year while engaging in initial preparation coursework.
- 4 (B) Receives instruction in all of the following:
  - 5 (i) The teaching of the content area or areas in which the teacher  
6 will become certified to teach.
  - 7 (ii) Planning, curriculum development, and assessment.
  - 8 (iii) Learning and child development.
  - 9 (iv) Management of the classroom environment.
  - 10 (v) The use of culturally responsive practices, supports for  
11 language development, and supports for serving pupils with  
12 disabilities.
  - 13 (vi) Professional responsibilities, including interaction with  
14 families and colleagues.
- 15 (C) Receives tuition assistance that eliminates training costs  
16 and provides a living stipend.
- 17 (D) Attains a preliminary teaching credential upon completion  
18 of the program.
- 19 (E) Receives mentoring and induction support following the  
20 completion of the initial credential program necessary to obtain a  
21 clear credential and ongoing professional development and  
22 networking opportunities during his or her first years of teaching.
- 23 (F) Has the option of completing a master's degree before  
24 completion of the program.
- 25 (2) A "teacher residency program" does all of the following:
  - 26 (A) Seeks out academically able individuals who expand the  
27 racial, ethnic, gender, and linguistic diversity of the teaching force  
28 and meet hiring needs of the local educational agency for teachers  
29 in difficult-to-fill content areas and hard-to-staff schools.  
30 Admissions priorities are developed in concert with the hiring  
31 objectives of the local educational agency, which commits to hire  
32 graduates from the teacher residency program who obtain a  
33 preliminary teaching credential, pass the program's Teacher  
34 Performance Assessment if that is a condition for receiving a  
35 license, and meet the standards set for hiring.
  - 36 (B) Allows residents to learn to teach in the same local  
37 educational agency in which they will work, learning the  
38 instructional initiatives and curriculum of the local educational  
39 agency.

1 (C) Groups teacher candidates in cohorts to facilitate  
2 professional collaboration among residents, and places them in  
3 teaching schools or professional development programs that are  
4 organized to support a high-quality teacher learning experience in  
5 a supportive work environment.

6 (D) Assigns a high priority to the recruiting of mid-career  
7 professionals, military veterans, and recent college graduates as  
8 prospective participants in the teacher residency program.

9 (E) Builds coursework for residents and mentors around the  
10 classroom experience in ways that are aligned to pupil needs.

11 (F) Offers structured feedback and coaching systems organized  
12 around the California Standards for the Teaching Profession to  
13 ensure that participants engage in a meaningful classroom teaching  
14 experience.

15 (G) Ensures that candidates are prepared to pass a teacher  
16 performance assessment if that is required by the state as a  
17 condition of the initial license.

18 (H) Maintains a program evaluation system that focuses on  
19 continual improvement for residents, mentors, teacher education  
20 faculty, and the teacher residency program itself.

21 (I) Is developed collaboratively with teacher representatives  
22 within the local educational agency.

23 44793. From amounts made available to carry out this chapter,  
24 the Superintendent shall make grants to high-need local educational  
25 agencies or high-need consortium of local educational agencies to  
26 assist those agencies to establish and maintain teacher residency  
27 programs. These local educational agencies shall work with one  
28 or more teacher preparation institutions, and may work with other  
29 community partners or nonprofit organizations to develop and  
30 implement teacher residency programs of preparation and  
31 mentoring for prospective teachers who will be supported through  
32 teacher residency program funds and subsequently employed by  
33 the sponsoring local educational agency.

34 44794. (a) To be eligible to participate in a teacher residency  
35 program under this chapter, a prospective participant shall become  
36 enrolled simultaneously in a teacher credentialing program in a  
37 university or college or other eligible institution that satisfies either  
38 of the following conditions:

39 (1) It has entered into a written agreement relating to that  
40 program with the high-need local educational agency or high-need

1 consortium of local educational agencies that is the recipient of a  
2 grant under this chapter.

3 (2) It has been determined to meet the requirements of Article  
4 7 (commencing with Section 44320) of Chapter 2 by the  
5 Commission on Teacher Credentialing.

6 (b) A participant in a teacher residency program under this  
7 chapter shall, under the supervision of an experienced mentor  
8 teacher, complete not fewer than nine months of teaching a class  
9 or set of classes in a school chosen by the high-need local  
10 educational agency that is the recipient of a grant under this  
11 chapter.

12 (c) (1) A participant in a teacher residency program under this  
13 chapter shall agree in writing to be placed, after successfully  
14 completing the initial year of preparation, as a teacher of record  
15 in a school within the high-need local educational agency.

16 (2) Placement under this subdivision shall be for a period of at  
17 least four school years beginning with the school year that begins  
18 after the participant successfully completes the initial year of  
19 preparation and obtains a preliminary teaching credential. Once  
20 licensed, a participant shall be eligible to be hired as a teacher in  
21 a high-need, underserved area or in a high-need subject area. A  
22 participant who fails to complete the period of the placement, or  
23 the first four school years of the placement if the period is more  
24 than four school years, is required to pay back the cost of the  
25 training on a pro rata basis, relative to the amount of time served  
26 in proportion to the total pledged.

27 (d) If a participant is unable to complete an academic year of  
28 teaching, that academic year may still be counted toward the  
29 required four complete and consecutive academic years if any of  
30 the following occur:

31 (1) The participant has completed at least one-half of the  
32 academic year.

33 (2) The employer deems the participant to have fulfilled his or  
34 her contract requirements for the academic year for the purposes  
35 of salary increases, tenure, and retirement.

36 (3) The participant was not able to teach due to the financial  
37 circumstances of the local educational agency.

38 (4) The participant has a condition covered under the Family  
39 and Medical Leave Act of 1993 (FMLA) (Section 230.8 of the  
40 Labor Code) or similar state law.

1 (5) The participant was called or ordered to active duty status  
2 for more than 30 days as a member of a reserve component of the  
3 Armed Forces of the United States.

4 44795. (a) A grant under this chapter shall be for a period of  
5 no less than three school years, and may be in an annual amount  
6 up to thirty thousand dollars (\$30,000) per resident of the  
7 jurisdiction of the local educational agency, as matched by that  
8 local educational agency, or a total of two million dollars  
9 (\$2,000,000) over three school years, as matched by that local  
10 educational agency, whichever is less. Funding may be applied to  
11 expenditures for any of the following: master teachers' stipends,  
12 stipends and tuition for residents, teacher residency program  
13 management, and costs of mentoring and induction following  
14 initial preparation.

15 (b) The Superintendent may make \_\_\_\_ grants under this chapter  
16 each fiscal year, commencing with the 2017–18 fiscal year. A  
17 high-need local educational agency or high-need consortium of  
18 local educational agencies shall not receive more than one grant  
19 under this chapter in any fiscal year.

20 (c) To receive a grant under this chapter, a high-need local  
21 educational agency or high-need consortium of local educational  
22 agencies shall submit to the Superintendent an application at a  
23 time, in a manner, and containing information, prescribed by the  
24 Superintendent.

25 (d) The Superintendent shall award grants under this chapter  
26 on a competitive basis.

27 (e) Of the amount appropriated to implement this chapter, the  
28 Superintendent shall reserve up to 3 percent for an evaluation of  
29 the program established under this chapter to determine its  
30 effectiveness in recruiting and retaining high-quality teachers in  
31 high-need teaching fields and high-need schools.

32 (f) A high-need local educational agency or high-need  
33 consortium of local educational agencies that receives a grant under  
34 this chapter shall provide matching funds in an amount equal to  
35 50 percent of grant funds provided to the local educational agency  
36 under this chapter to carry out the activities supported by the grant,  
37 which may be provided by community partners, institutions of  
38 higher education, or others.

1     44796. This chapter shall not be implemented unless funding  
2     for its purposes is provided in the annual Budget Act or in another  
3     statute.

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